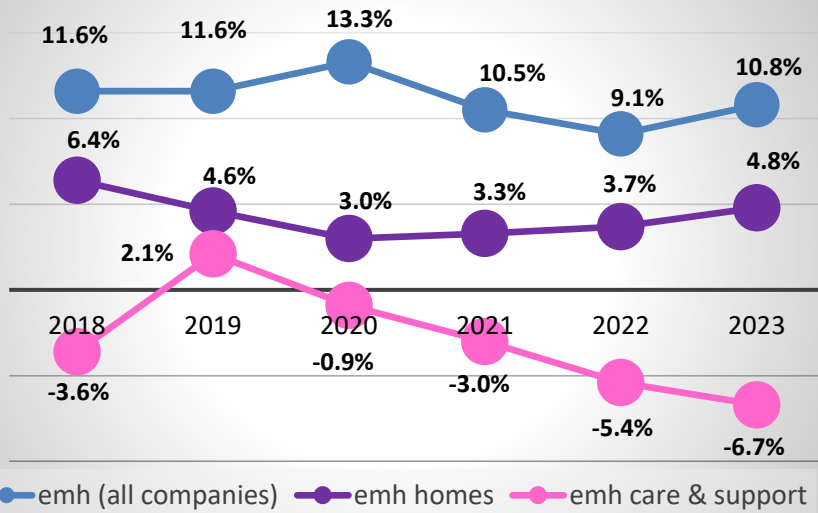




Gender and Ethnicity Pay Gaps: as at 5 April 2023

Mean Gender Pay Gap (GPG) 2018 - 2023



10.8% in favour of Male colleagues (all emh)

4.8% in favour of Male colleagues (emh homes)

-6.7% (minus) in favour of Female colleagues (emh C&S)

2023 10.8% is the highest emh GPG since 2020

What does this look like in financial terms?

Mean Hourly Rate

£17.48

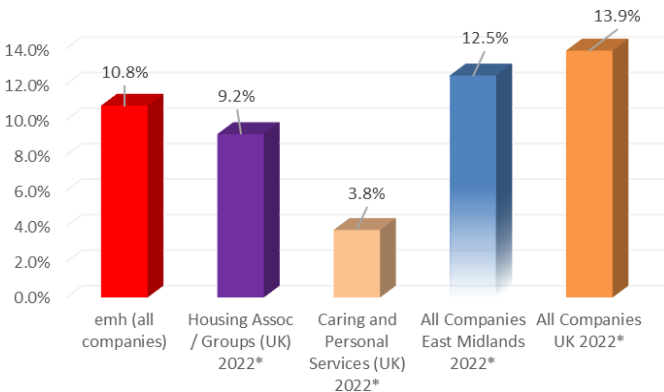
£15.59

On average women earn 89p for every £1.00 men earn (91p in 2022)



How do emh compare?

MEAN GENDER PAY GAP %



Note: All comparators are drawn from GOV.UK data for 2022

'emh - all companies' has a GPG higher than the average for Housing Associations. It is lower compared to all companies in East Midlands and UK. emh C&S has a GPG in favour of female colleagues compared to the Caring and Personal Services sector which has a GPG of 3.8% in favour of male colleagues.

Gender Pay Gap (GPG) - Notes

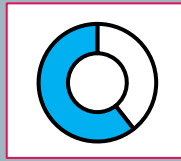
- Included in the 2023 GPG Report but not for 2022:
 - 5% pay award for most colleagues from 1 April 2023 (including IMS Operatives but not including emh C&S)
 - 4.1% pay increase for IMS Operatives, awarded in September 2022, backdated to April 2022
 - Between 1 - 7.8% pay increase for emh C&S (averaging 6.4% per colleague)
- Not included in the 2023 GPG Report:
 - In August 2023, emh C&S were given pay awards averaging 5.8% per colleague, backdated to April 2023 *

* NOTE: If this pay award was actually paid in April 2023, the GPG for all emh, would have decreased to 9.6% in favour of male colleagues.

emh Gender Pay Gap Explained

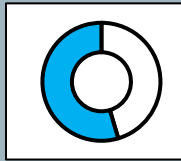
Gender differences and dynamics at different levels within emh

First Line Managers



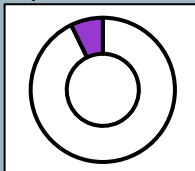
Females 57%
Gap 2.9%

Senior and 2nd Line Managers



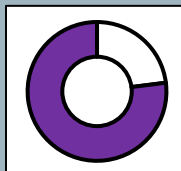
Females 54.5%
Gap 14.1%

IMS/Garden Operatives



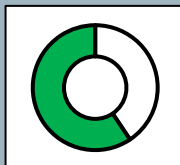
Females 8%
Gap 11.6%

Care - Direct Services



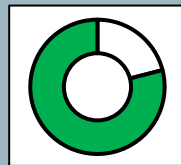
Females 76%
Gap (-3.9%)

Development - emh group



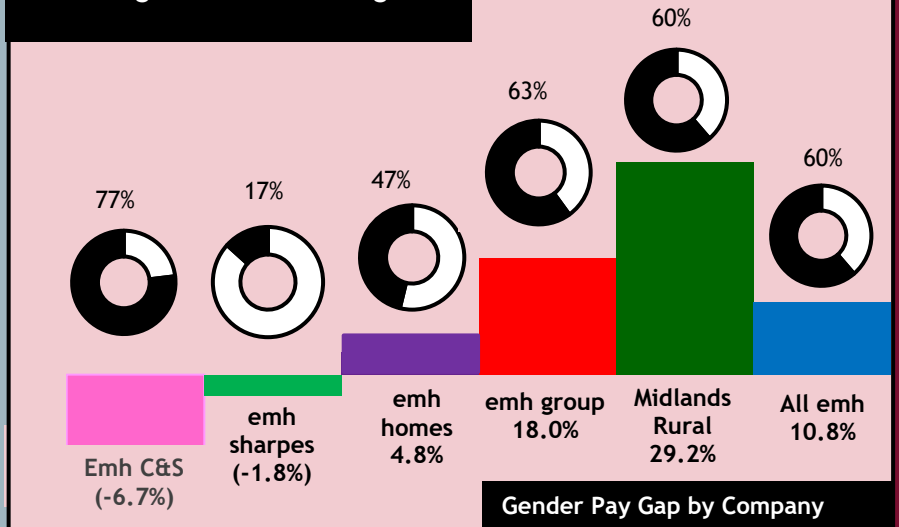
Females 63%
Gap 19.0%

Corporate Services



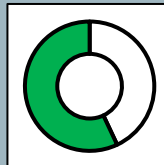
Females 78%
Gap (-10.5%)

emh - Company Profiles Percentage of female colleagues



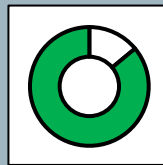
Gender Pay Gap by Company

Finance/ICT



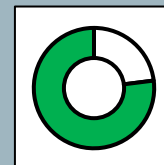
Females 52%
Gap 13.1%

Communities and CSC



Females 81%
Gap 9.5%

Supported Living



Females 72%
Gap (-8.3%)

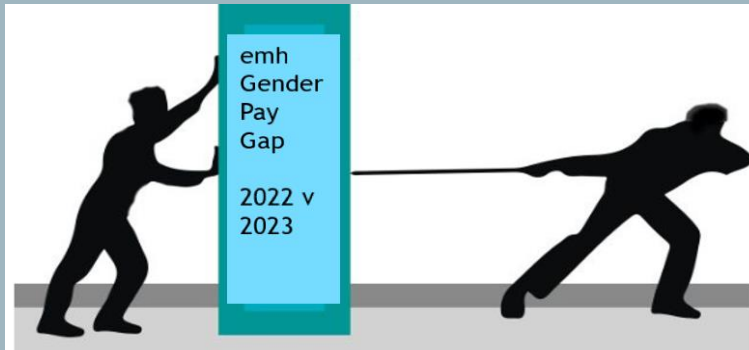
What are the differences in pay between each gender when analysing by Pay Quartile?

- ▶ The two lowest paid Pay Quartiles in emh (Lower and Lower Middle), continue to employ the highest proportion of female colleagues compared to male counterparts (68% and 69.4% respectively). The % of female colleagues employed in these two quartiles increased by 0.6% compared to male counterparts between 2022 and 2023.
- ▶ The gender split within the two highest Pay Quartiles is around 50%. This is disproportionate to the overall emh female population (approximately 60%)
- ▶ Between 2022 and 2023, the proportion of female colleagues employed in the highest paid (Upper) Quartile fell by 4.9% compared to male colleagues. This has had a negative impact on the Gender Pay Gap for 2023.

2023 - Gender Split by Pay Quartile

Pay Quartile	Gender		2022 v 2023	
	Female	Male	Female (2022)	Female % +/-
1. Lower Quartile	68.0%	32.0%	70.4%	-1.6%
2. Lower Middle Quartile	69.4%	30.6%	67.2%	+2.2%
3. Upper Middle Quartile	49.2%	50.8%	49.0%	+0.2%
4. Upper Quartile	51.6%	48.4%	56.5%	-4.9%
All Colleagues	59.6%	40.4%	61.0%	-1.4%

What factors have led to the Gender Pay Gap increase for emh since 2022?



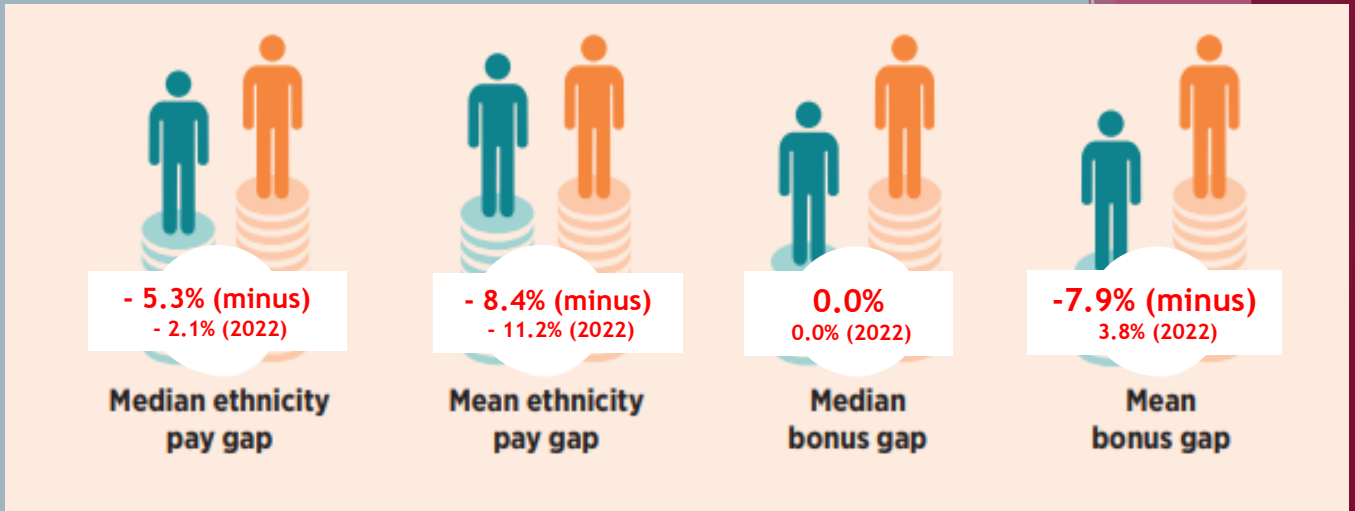
Companies/Departments - Largest GPG's for males:	2023	2022+/-
Midlands Rural	29.2%	-2.6%
emh group - Development	19.0%	-5.9%
emh group - ICT	18.2%	+10.8%
emh group - Finance Team	15.6%	+11.3%
emh C&S - Community and Engagemt	10.7%	No change
emh homes Communities and CSC	9.5%	+5.2%
emh homes Property Services	4.1%	+2.8%

Other key influences

- ❖ 14 of the 100 highest paid women in 2022 (average hourly rate: £31.11) left emh in 2022/23. This compares to 7 of the 100 highest paid men (average hourly rate: £28.42)
- ❖ 13 of the 100 highest paid males in 2023 (average hourly rate: £26.23) were new starters in the previous year. This compares to 12 of the 100 highest paid females in 2023 (average hourly rate: £25.01).
- ❖ IMS Operatives (approximately 150 colleagues, 94% of which are male), received an average hourly rate increase of 11.7% between 2022 and 2023. This level of increase was due to 3 factors:
 1. Delayed pay rise in 2022, paid in September 2022 and not factored into GPG report for 2022
 2. Pay rise of 4.1% agreed backdated to 1 April 2022. This was above the 2.5% average agreed for most of emh group/homes/Mids Rural and emh sharpes colleagues
 3. Standard contracted working hours were reduced from 38 hours to 37.5 hours, therefore inflating the average hourly rate further for 2023

emh Ethnicity Pay Gap (EPG) 2023

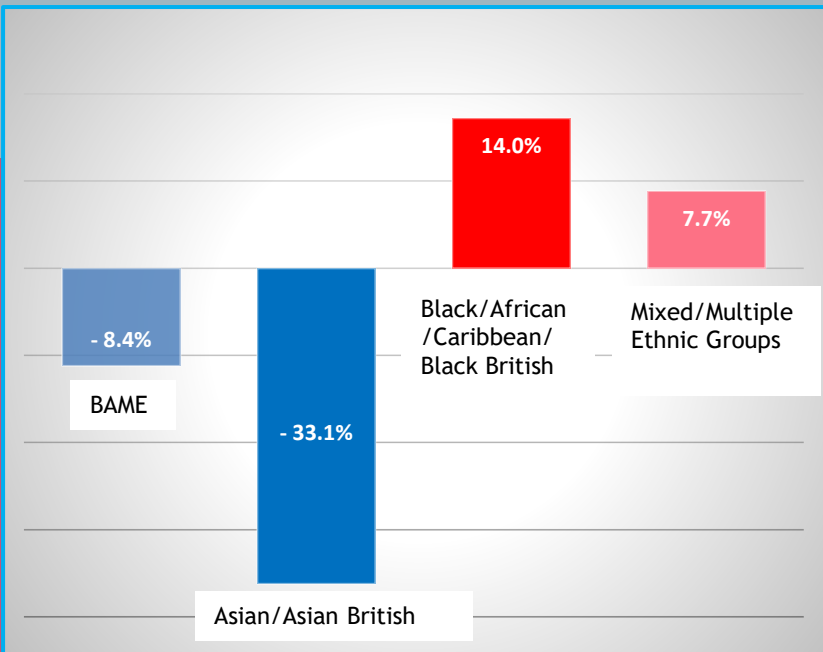
Ethnicity Pay Gap - Key Measures - 2023



Ethnicity Pay Gap (EPG) - Notes:

- The Mean EPG for emh in 2023 is - 8.4% (minus) in favour of BAME colleagues (reduction in the gap from -11.2% (minus) in favour of BAME colleagues in 2022). The biggest contributors to this trend appear to be Asian colleagues who have a Mean EPG of -33.1% (minus). This is a reduction from -36.2% (minus), compared to White colleagues in 2022. Black and Mixed/Multiple Ethnic colleagues have EPGs in favour of White colleagues (14.0% and 7.7% respectively). This is compared to 17.2% and 8.9% in favour of White colleagues in 2022.
- If you exclude the Group Chief Executive, the reported Mean EPG would change from -8.4% (minus) to -2.0% (minus) in favour of BAME colleagues in 2023. Compared to White colleagues the Mean EPG would also change from -33.1% (minus) to -19.3% (minus) in favour of Asian colleagues in 2023.
- The Median EPG for emh in 2022 is -5.3% (minus) in favour of BAME colleagues, an increase in the EPG in favour of BAME colleagues from -2.1% (minus) in 2022.

Mean Ethnicity Pay Gap compared to White colleagues within emh



Key factors contributing to the Ethnicity Pay Gap in 2023

41% of Black colleagues work in the lowest paid quartile

14% of Black colleagues work in the highest paid quartile

14% of Asian colleagues work in the lowest paid quartile

45% of Asian colleagues work in the highest paid quartile

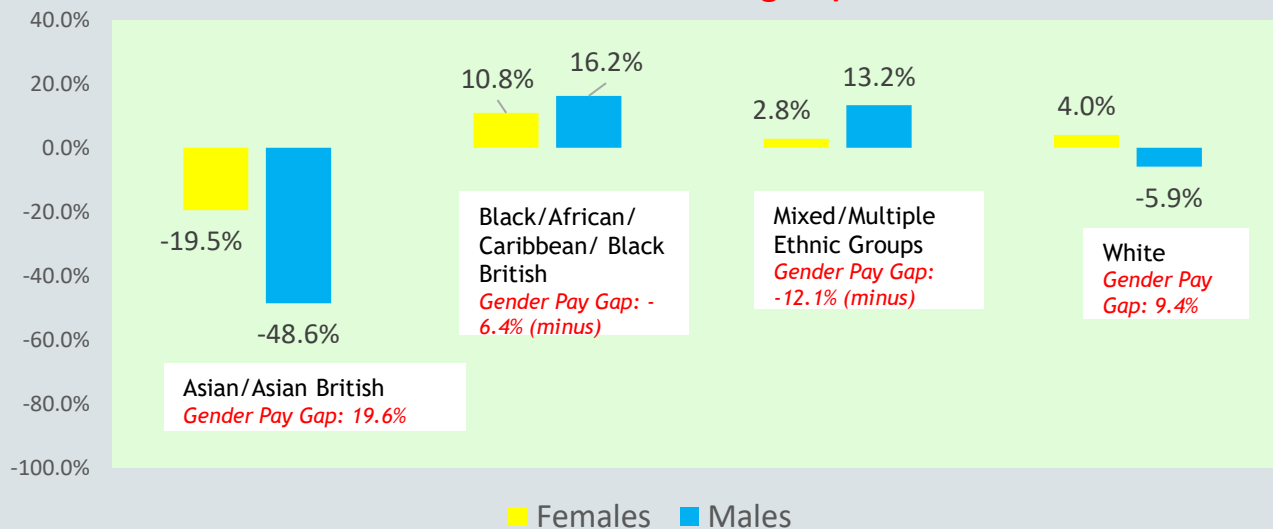
Ethnic group representation by emh department - 2023

Departments ranked in order of average hourly rate of pay (lowest at top... highest at bottom)	Headcount		% BAME colleagues	Mean Ethnicity Pay Gap %
	BAME colleagues	White colleagues		
C&S - Community Services	0	26	0.0%	N/A
C&S - Supported Living	18	152	10.6%	10.0%
C&S - Extra Care	8	30	21.1%	-4.6% (minus)
emh sharpes	0	41	0.0%	N/A
C&S - Registered Care	6	54	10.0%	14.1%
Homes - Customer Service Centre	1	28	3.4%	-28.7% (minus)
Homes - Income Management	5	30	14.3%	6.7%
Homes - Communities	14	68	17.1%	3.8%
Homes - Property Services	13	192	6.3%	14.2%
Homes - Specialist Housing	7	15	31.8%	-6.0% (minus)
Homes - Quality and Performance	3	16	15.8%	-41.3% (minus)
Group - Corporate Services	1	33	2.9%	-87.5% (minus)
Midlands Rural	0	20	0.0%	N/A
Group - Finance Team	7	28	20.0%	-3.9% (minus)
Group - ICT	9	9	50.0%	-11.2% (minus)
Group - Development	7	33	17.5%	13.6%
All emh			11.2%	-8.4% (minus)

Ethnicity Pay Gap - Notes:

- 54% of BAME colleagues are based within just 4 emh teams.
 - Supported Living has 18 BAME colleagues (56% are from Black backgrounds)
 - Property Services has 13 BAME colleagues (54% from Black backgrounds)
 - Communities (emh homes) has 14 BAME colleagues (71% are from Asian backgrounds)
 - ICT has 9 BAME colleagues (78% from Asian backgrounds)
 - Additionally, Extra Care has 8 BAME colleagues (63% from Black backgrounds). Finance and Development both have 7 BAME colleagues each, most of which are from Asian backgrounds (57% and 71% respectively).
- Areas with the lowest representation of BAME colleagues were Community Services (C&S), emh sharpes and Midlands Rural, all of which had 0 colleagues from this ethnic category. Corporate Services (2.9%), Property Services (6.3%) and Customer Service Centre (3.4%) also had low levels of BAME representation.

Mean Ethnicity Pay Gap by Gender (compared to average hourly rate for White colleagues)



- Ethnicity pay gaps exist in favour of White colleagues in all gender and ethnic groups in emh, with the exception of Asian colleagues and White males.

- When analysing the Gender Pay Gap within each ethnic category, male colleagues are paid higher average hourly rates compared to female colleagues from the same background amongst White and Asian colleagues. Gender Pay Gaps in favour of female colleagues are recorded for Black and Mixed ethnic colleagues.

In Summary...

The pay gap reports for 2023 held mixed results for emh. For example, our mean and median gender pay gaps widened for the first time since 2020, whilst the mean ethnicity pay gap narrowed from 2022. In addition, bonuses, mostly in the form of Non-Consolidated Payments, were paid more widely across emh and with greater parity between gender and ethnicity groups.

These changes in results were reflective of some of the changes of colleagues in positions at the corresponding reporting dates, including new appointments, internal movements, new posts and leavers across the business. The report for 2023 also indicates, that other business decisions can have an impact on our gender and ethnicity pay gaps. For example, different departmental pay settlement values and timing for implementation, as well as simple changes in contractual conditions (i.e. change in contracted hours from 38 to 37.5 for IMS Operatives). Decisions like awarding Non-Consolidated Payments, consistently across the whole of emh can have a positive impact on some of our pay gap results.

We continue to be committed to rewarding our colleagues fairly for the contribution and value they add and appointing the best candidates for positions, regardless of their gender or diversity characteristics. Whilst remaining committed to these principles, ethnic and gender representation across all levels of the business is key to emh achieving pay parity. The data reveals that we have further work to do to eliminate gender and ethnicity pay gaps across emh as a whole. There also continues to be areas of underrepresentation of different gender and ethnic groups, at different levels of our workforce and organisation structure.

We recognise that achieving greater gender and ethnicity pay equality is not a short-term, quick, one size fits all approach across its diverse businesses and skillsets within emh. It is hoped that the continued work with our ED&I consultants and using data to drive decisions, will play a key role in advising across the ED&I agenda for emh, including areas and decisions that impact both gender and ethnicity pay gaps.

In addition to this, we will continue to work with our residents, colleagues, recognised Trade Unions and colleague consultation groups to identify further ways in which we can address issues that may contribute to the gender and ethnicity pay gap and to make diversity and inclusion the norm at emh.

In summary:

emh recognises that achieving gender or ethnicity pay and wider equality is not a short-term quick fix or one size fits all approach across the diverse businesses within emh. Diversity, inclusion and representation at emh is about ensuring there are no barriers, by taking a systemic and data evidenced to our approach to our decision making, policies and practices and most importantly understanding what kind of culture we have.

This is the third gender pay gap and second ethnicity pay gap infographics produced for emh. A full Gender and Ethnicity Pay Gap Report is available to be read in conjunction with this document. We would welcome your feedback to Anthony Brewin, People Advisor - Data and Systems

Email: anthony.brewin@emh.co.uk